EMERGENCY ESSENTIAL AND DEPLOYING CIVILIANS

Staying here? Or going There?

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USACHPPM-Europe

7 April 2005, Tri-Service Safety Conference

2004 7 26

Agenda

- ✓ Background
- ✓ Regulations
- ✓ Responsibilities
- ✓ Practicalities
- ✓ Reality – Staying here vs Deploying
- ✓ Summary

Background

- ✓ Cold War Era
- ✓ Stay Behind Folks in Case of NEO
- ✓ Limited in Number
- ✓ Hi Risk Occupation
- ✓ (Last Flight out of Dodge…..)

The Last 15 Years

- ✓ Pior to the end of the Cold War – USAREUR saw ~ deployment of ist‘ personnel each outside of U‘R
- ✓ Now, U‘R personnel are deployed daily across EUCOM & CENTCOM by the thousands
- ✓ Civilian Workforce & Contractor Presence has increased with post Cold War Restructuring

The Last 10 Years

- ✓ IFOR - Bosnia
- ✓ SFOR - Bosnia
- ✓ AFOR - Albania
- ✓ KFOR - Kosovo
- ✓ MFO & CAS – UN in Sinai and Macedonia
- ✓ OEF - Afghanistan
- ✓ OIF – Iraq (Kuwait, Qatar, Djbouti, Bahrain)

Regulations

- ✓ Department of Defense Directive 1404.10, April 10, 1992
- ✓ DD 2365 EE Agreement
- ✓ AE 690-47, Civilian Personnel, Deployment and Redeployment, 3 Mar 05
- ✓ DoDI 61304, Feb 05 – Accession Standards
- ✓ Deployed Theater Guidance

Department of Defense

DIRECTIVE

NUMBER 1404.10
April 10, 1992
Certified Current as of December 1 2003

ASD(FM&P)

SUBJECT: Emergency-Essential (E-E) DoD U.S. Citizen Civilian Employees

References: (a) DoD Directive 1404.10, "Retention of Emergency-Essential (E-E) DoD Civilian Employees Overseas," April 6, 1990 (hereby canceled)
(b) DoD Instruction 1000.1, "Identity Cards Required by the Geneva Conventions," January 30, 1974
(c) DoD Instruction 1444.2, "Consolidation of Automated Civilian Personnel Records," September 16, 1987
(d) DoD Directive 1200.7, "Screening the Ready Reserve," April 6, 1984
(e) through (k), see enclosure 1

1. REISSUANCE AND PURPOSE

This Directive:

1.1. Reissues reference (a).

1.2. Updates policy to ensure the continued performance of employees in civilian positions that:

1.2.1. Have been designated as "E-E" before crisis situations.

1.2.2. Have not been designated previously as "E-E," but for which continued performance is deemed essential to support combat-essential systems.

1.3. Updates responsibilities and procedures.

DOD CIVILIAN EMPLOYEE OVERSEAS EMERGENCY-ESSENTIAL POSITION AGREEMENT

PRIVACY ACT STATEMENT

AUTHORITY: 5 U.S.C. 301; E.O. 9397; and DoDD 1404.10, Emergency-Essential (E-E) DoD U.S. Citizen Civilian Employees.

PRINCIPAL PURPOSE(S): To establish emergency procedures to ensure that qualified personnel are identified to fill emergency-essential DoD civilian position overseas. The information is used to identify qualified personnel eligible to fill vacant emergency-essential DoD civilian positions overseas.

ROUTINE USE(S): None.

DISCLOSURE: Voluntary; however, failure to provide the information may be cause for reassignment or termination of the individual.

SECTION A - EMPLOYEE IDENTIFICATION

1. TYPED NAME *(Last, First, Middle Initial)*	2. SOCIAL SECURITY NUMBER

SECTION B - POSITION IDENTIFICATION

1. ORGANIZATION NAME		2. POSITION NUMBER	
3. POSITION TITLE	**4. PAY PLAN**	**5. SERIES**	**6. GRADE**

SECTION C - SUPERVISOR'S STATEMENT

1. The position identified above is emergency-essential. In the event of a crisis or war, performance of the duties of this position is essential to the support of assigned *(Enter DoD Component)* _____ missions.

2. Performance of the duties of this position during a crisis situation or wartime will require that you (X one)

☐ a. Relocate (TDY or PCS) to a duty station in an overseas area.

☐ b. Continue to work in an overseas area after the evacuation of others who are not in civilian emergency-essential positions.

3. The incumbent of/designated alternate for (Line *through one)* this position may also be required to participate in emergency plans/exercises.

4. As the incumbent of/designated alternate for (Line *through* one) this position, request you complete the agreement in SECTION D below.

5. **SUPERVISOR**

a. TYPED NAME *(Last, First, Middle Initial)*	b. TITLE
c. SIGNATURE	**d. DATE SIGNED** *(YYYYMMDD)*

SECTION D - EMPLOYEE'S AGREEMENT

1. I agree:
- a. To perform the duties and requirements of the position identified above in the event of crisis situation or wartime.
- b. To participate in emergency plans exercises when required.

2. I understand that:
- a. Failure to perform the duties of this position in an emergency may result in appropriate action - defined as separation for the efficiency of the Federal Service under the procedures contained in 5 CFR 752.
- b. Provisions have been made to evacuate my dependents from the hostile or potentially hostile zone with the same priority as other DoD sponsored dependents (DoD Directive 3025.14).
- c. Steps will be taken to authorize danger pay allowance for my post if it meets the criteria established by the Department of State (Title 5, United States Code, Section 5928 (Public Law 96-465, Section 231 1) "Foreign Service Act of 1980").
- d. I will be given a Geneva Convention Identity Card, DD Form 489 or DD Form 1934, as appropriate, to identify me as a non combatant. (DoD Instruction 1 000. 1)

3. EMPLOYEE

a. SIGNATURE	b. DATE SIGNED *(YYYYMMDD)*

DD FORM 2365, FEB 2000 PREVIOUS EDITION MAY BE USED.

incumbent, or designated alternate, must continue to perform the E-E duties until relieved by proper authority. The incumbent or the designated alternate, may be required to take part in readiness exercises. This position cannot be vacated during a national emergency or mobilization without seriously impairing the capability of the organization to function effectively; therefore, the position is designated "key," which requires the incumbent, or designated alternate, to be screened from military recall status."

6.3. Pre-Identification of E-E Employees to Perform the Duties of E-E Positions

6.3.1. E-E employees are required to sign an agreement to perform the duties of the E-E position during a crisis situation until relieved by proper authority. For an E-E employee who occupies an overseas E-E position, this agreement takes precedence over any existing transportation agreement. A sample agreement to be signed by an E-E employee is in enclosure 3. A person with military recall status (i.e., Ready Reserve, Standby Reserve, or military retiree) is subject to mobilization. Therefore, if individuals with a military recall status are selected for E-E positions, their non-availability for military mobilization shall be reported promptly to the cognizant military personnel center so that they may be removed from a military recall status. The reporting procedures specified for Ready Reservists in DoD Directive 1200.7, paragraph 5.3. (reference (d)), are also appropriate for reporting the non-availability of Standby Reservists and retired military members.

6.3.2. The incumbent of a newly designated E-E position may elect not to sign the agreement to perform as an E-E employee during a crisis. In that case, an E-E alternate civilian employee shall be identified, as outlined in paragraph 6.5., below, and the incumbent shall be reassigned expeditiously, without loss of grade or pay, to a non-E-E position. That also pertains if an employee is willing to sign an agreement, but will not agree to change his or her recall status to the Reserves or retired military. If the E-E position is overseas and the employee has not been reassigned out of the position by the end of the tour, the employee may not be extended or given a new tour, unless it is for a non-E-E position. That includes extensions for a new tour following renewal agreements, and extensions beyond 5 years under DoD 1400.25-M, Chapter 301, subparagraph 4-2.a.(4) (reference (e)). There may be unforeseen circumstances requiring the assignment of civilian employees to E-E positions on an involuntary or unexpected basis.

6.4. Staffing Vacant E-E Positions. All vacant E-E positions shall be filled only by qualified persons who sign the E-E position agreement referred to in paragraph 4.6., above. Qualifications shall include physical and medical standards established in-theater by the employing activity following the criteria in the "Uniform Guidelines on Employee Selection Procedures" (FPM Supplements 335-1 and 339-31, reference (f)). Any staffing system (manual or automated) used to identify candidates for E-E positions must incorporate a means to alert candidates to the E-E requirements of the vacant positions. At a minimum, they must know that selection for an E-E vacant position is contingent on signing an agreement to continue to perform the duties of the position subsequent to the onset of a crisis situation until relieved by proper authority, that they are required to be

6.9.5. E-E employees in a missing status shall have pay and allowances continued.

6.9.6. E-E employees who require treatment for disease or injury sustained overseas during hostilities may be provided care at no cost to the employee under the DoD Military Health Services System. The scope of care provided shall be equivalent to that received by active duty military personnel. If feasible, the Military Department providing treatment shall seek reimbursement from third-party payers.

6.9.7. E-E employees shall be released from their agreement and permitted to leave the crisis area after the initial evacuation of noncombatants only when it is determined by appropriate management authority that they are no longer required or able to perform their assigned duties. In making that determination, the appropriate authority shall take into consideration any rotation policy and procedures established for military members during the specific contingency.

6.9.8. E-E employees shall be provided protective equipment, work-related training, law of war training, and training in the Uniform Code of Military Justice (Chapter 47 of 10 U.S.C., reference (i)), commensurate with the anticipated threat and theater policy. It is not a violation of the law of war for an E-E employee to wear a uniform or to carry a weapon for personal defense while accompanying a military force. Capture of an E-E employee by an opposing force while wearing a uniform or carrying a weapon does not deprive a civilian employee accompanying a military force of any Geneva Convention protections. Civilian employees may be issued a weapon for personal defense on request by the employee, if approved by the DoD Component commander, theater commander, or other authorized official.

6.10. Administrative Control. Establish appropriate administrative controls on E-E employee information including safeguards so that such data is released only to authorized personnel.

7. INFORMATION REQUIREMENTS

7.1. The Heads of the DoD Components shall:

7.1.1. Collect data on USDH E-E civilian employees. See enclosures 4 and 5 for reporting instructions, and DoD Instruction 1444.2 (reference (c)).

7.1.2. Submit data in automated format to the ASD(FM&P), in accordance with reference (c). The Report Control Symbol is DD-FM&P(Q)1458.

7.2. The Director, Defense Intelligence Agency and the Director, National Security Agency are required to collect the data, but not report them, as prescribed in subparagraph 7.1.2., above. Those data shall be held internal to the Agency, and

Combat Support Hospital

Responsibilities

- ✓ Command
- ✓ Personnel
- ✓ Medical
- ✓ Individual

Why Is This an Issue?

- ✓ Commander‘s need to desginate the slots in accordance with the Regulations
- ✓ Personnel (proponent for regulations, paperwork, etc)
- ✓ Medical – oversees Surveillance, workplace
- ✓ Individual – personal responsibility to be fit for the job

Staying In NATO?

- ✓ Issues are minimal
- ✓ Excellent Health Care Available
- ✓ Enrolled in Medical Surveillance and seen for requried physicals on a routinely scheduled basis per reg based on age

Going DownRange?

- ✓ **Potential Issues -**
  - → **Living Conditions**
  - → **Medical Care**
  - → **Clothing Issues**
- ✓ **Transportation**
  - → **Getting back out just not that easy**

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Who sets the conditions?

- ✓ Senior Tactical Commander owns Title X
- ✓ Theater Surgeon sets medical policy for each theater
  - → Based on level of military threat
  - → Availability of medical support
  - → Availability of MEDEVAC & STRATEVAC
  - → Based on medical disease risk

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Classification: UNCLASSIFIED//FOR OFFICIAL USE ONLY

Precedence: R
DTG: 1/6/2005 5:12:00 PM

From: DOD, CENTCOM, ORGANIZATIONS, USCENTCOM SURGEON(MC)
Subject: MOD 7 TO USCENTCOM INDIVIDUAL PROTECTION AND INDIVIDUAL/UNIT DEPLOYMENT POLICY

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OPERS/ENDURING FREEDOM/IRAQI FREEDOM//
MSGID/GENADMIN/CDRUSCENTCOM/SG/JAN//
REF/A/MSG/CDRUSCENTCOM/SG/032024ZOCT2001//
AMPN/ORIGINAL USCINCCENT INDIVIDUAL PROTECTION AND INDIVIDUAL UNIT DEPLOYMENT POLICY MESSAGE.//
REF/B/MSG/CDRUSCENTCOM/SG/270549ZMAY2004//
AMPN/MOD 6 TO USCINCCENT INDIVIDUAL PROTECTION AND UNIT DEPLOYMENT POLICY MESSAGE. THIS DOCUMENT IS NO LONGER VALID AND IS SUPERSEDED BY MOD 7//
RMKS/1. (U) THIS IS MODIFICATION 7 TO USCINCCENT INDIVIDUAL PROTECTION AND INDIVIDUAL, UNIT DEPLOYMENT POLICY. IN SUMMARY, MODIFICATIONS HAVE BEEN MADE TO PARAGRAPHS 12 AND 15 FROM THE BASE DOCUMENT, REFERENCE A.
1.A. PARAGRAPH 12.D IS MODIFIED TO REFLECT THAT ALL PERSONNEL WILL DEPLOY WITH THE FOLLOWING ITEMS IAW SERVICE GUIDELINES:
1.A.1. ONE HEMOSTATIC DRESSING.
1.A.2. ONE COMBAT APPLICATION TOURNIQUET SYSTEM (CATS).
1.B. PARAGRAPH 12.D IS MODIFIED TO ENSURE ALL UNIFORMS ARE TREATED WITH PERMETHRIN PRIOR TO DEPLOYMENT. THERE CURRENTLY IS NO APPROVED PERMETHRIN TREATMENT METHOD FOR NOMEX UNIFORMS.
1.C. PARAGRAPH 15 REQUIRED NUMEROUS CHANGES AND IS THEREFORE BEING REPUBLISHED IN ITS ENTIRETY.
1.D. SUMMARY OF SIGNIFICANT CHANGES [IN ORDER OF APPEARANCE].
1.D.1. CLARIFICATION OF REQUIREMENT TO TREAT UNIFORMS WITH PERMETHRIN PRIOR TO DEPLOYMENT. THERE CURRENTLY IS NO APPROVED PERMETHRIN TREATMENT METHOD FOR NOMEX UNIFORMS AT PARAGRAPH 12.D.
1.D.2. MODIFICATION TO REFLECT THAT MALARIA CHEMOPROPHYLAXIS IS NOT REQUIRED IN IRAQ AT THIS TIME BASED ON VECTOR SURVEILLANCE AND DISEASE TRENDS AT PARAGRAPH 15.B.2.B.2.
1.D.3. MODIFICATION TO REFLECT TERMINAL PROPHYLAXIS WITH PRIMAQUINE TO CONSIST OF 15 MILLIGRAMS OF BASE (26.3 MILLIGRAMS SALT) TAKEN ONCE A DAY FOR FOURTEEN DAYS BEGINNING AFTER DISEASE TRANSMISSION RISK IS TERMINATED (I.E., DEPARTURE FROM AOR OR END OF SEASONAL RISK) IAW SERVICE GUIDELINES AT PARAGRAPH 15.B.2.G.
1.D.4. MODIFICATION TO REFLECT ANY PERSONNEL WHO REQUIRE MEDICATION WILL DEPLOY WITH NO LESS THAN A 90 DAY SUPPLY OF THEIR MEDICATION OR FOLLOW SERVICE SPECIFIC GUIDANCE, WHICHEVER IS MORE APPROPRIATE AT PARAGRAPH 15.G.6.
1.D.5. ADDITION OF MORE DETAILED GUIDANCE FOR RESTRICTION ON WEAR OF CONTACTS AT 15.G.7.
1.E. PARAGRAPH 15 OF REF A HAS BEEN REWRITTEN AS FOLLOWS:
15.A. USCENTCOM THEATER SPECIFIC IMMUNIZATION REQUIREMENTS:
15.A.1. ALL PERSONNEL MUST HAVE REQUIRED THEATER-SPECIFIC IMMUNIZATIONS PRIOR TO DEPLOYMENT. SUPERVISORS AND COMMANDERS MUST ENSURE THE FOLLOWING STANDARD IMMUNIZATIONS ARE CURRENT PRIOR TO DEPLOYING TO THE USCENTCOM AOR:
15.A.1.A. HEPATITIS A VACCINE SERIES.

The KEY SECTION

- ✓ 15.G.2. GOVERNMENT CIVILIAN EMPLOYEES SUBJECT TO SPECIFIC PHYSICAL STANDARDS (INCLUDING, FOR EXAMPLE FIREFIGHTERS, SECURITY GUARDS AND POLICE, AVIATORS, AVIATION CREW MEMBERS AND AIR TRAFFIC CONTROLLERS, DIVERS, MARINE CRAFT OPERATORS AND COMMERCIAL DRIVERS) MUST MEET THOSE STANDARDS WITHOUT WAIVER OR EXCEPTION, IN ADDITION TO BEING FOUND FIT FOR THE SPECIFIC DEPLOYMENT BY A MEDICAL AND DENTAL EVALUATION PRIOR TO DEPLOYMENT.
- ✓ 15.G.3. OTHER GOVERNMENT CIVILIAN EMPLOYEES AND VOLUNTEERS MUST BE FOUND FIT FOR DUTY AND FIT FOR THE SPECIFIC DEPLOYMENT WITHOUT LIMITATIONS OR NEED FOR ACCOMMODATION BY A MEDICAL AND DENTAL EVALUATION IAW SERVICE OR DOD REGULATION PRIOR TO DEPLOYMENT. MINIMUM STANDARDS INCLUDE ABILITY TO WEAR RESPIRATORY PROTECTIVE EQUIPMENT AND OTHER CHEMICAL/BIOLOGICAL PERSONAL PROTECTIVE EQUIPMENT.

Eric Feferberg / AFP

For OIF….

- ✓ **PPG-TAB A: AMPLIFICATION OF THE MINIMAL STANDARDS OF FITNESS FOR DEPLOYMENT TO THE CENTCOM AOR; TO ACCOMPANY MOD 7 TO USCINCCENT INDIVIDUAL PROTECTION AND INDIVIDUAL/UNIT DEPLOYMENT POLICY**

Further

- ✓ **Medical care in theater is not as robust and amply available as that in the continental U.S. If maintaining an individual's health requires frequent or intense medical management and/or specialist care or ancillary services, they should not deploy.**

- ✓ **The individual must take all required medications and medical supplies with him or her. Replacements must be available in the theater formulary.**
- ✓ **Medical maintenance support for personal medical devices (e.g., TENS, CPAP) is not available. Common household electrical current (110VAC) is not universally or consistently available.**

Example……

- ✓ **Theater Policy for Centcom is set By**

  CENTCOM SURGEON

  Further policy for Afghanistan is set by the Task Force Surgeon

  For Iraq by The Senior Theater Surgeon -> The Corps Surgeon

Who is Deployable?

- ✓ **Able to do their job**
  - → **In the specific environment**
  - → **Can take CBRNE meds if needed**
  - → **Wear PPE/MOPP if required**
  - → **Can live under the conditions provided**

Who is Deployable?

- ✓ **Able to do their job**
  - → **Without requirment for significant medical support**
  - → **Has no medical condition which is prohibited or going to be made significantly worse (short term or permanently) by the deployment or the environmental conditions**

Remember Saudi Syndrome?

- ✓ As a result, DoD inplemented a required health screening for ALL US personnel deploying for more than 30 days.
- ✓ Screening by a health care provider
- ✓ Standardized form
- ✓ Signed by Provider and Deploying Individual
- ✓ Maintained in AMSA database

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PRE-DEPLOYMENT Health Assessment

Authority~ 10 U.S.C. 136 Chapter 55. 1074f, 3013, 5013, 8013 and E.O. 9397

Principal Purpose To assess your state of health before possible deployment outside the United States in support of military operations and to assist military healthcare providers in identifying and providing present and future medical care to you.

Routine Use: To other Federal and State agencies and civilian healthcare providers, as necessary, in order to provide necessary medical care and treatment.

Disclosure: **(Military personel and DoD) civilian Employees Only) Voluntary.** If not provided, healthcare WILL BE furnished, but comprehensive care may not be possible.

INSTRUCTIONS: Please read each question completely and carefully before marking your selections. Provide a response for each question. If you do not understand a question, ask the administrator.

Demographics

Last Name

First Name **MI** ?

Deploying Unit

Today's Date (dd/mm/yyyy) / /

Social Security Number - -

DOB (dd/mm/yyyy) / /

Gender

O Male
O Female

Service Branch

O Air Force
O Army
O Coast Guard
O Marine Corps
O Navy
O Other

Component

O Active Duty
O National Guard
O Reserves
O Civilian Government Employee

Pay Grade

O E1	001	O W1
O E2	002	O W2
O E3	003	O W3
O E4	004	O W4
O E5	005	O W5
O E6	006	O Other
O E7	007	
O E8	008	
O E9	009	
	0010	

Location of Operation

O Europe
O SW Asia
O SE Asia
O Asia (Other)
O South America
O Australia
O Africa
O Central America
O Unknown

Deployment Location (IF KNOWN) (CITY, TOWN, or BASE):

List country (IF KNOWN):

Name of Operation:

Administrator Use Only

Indicate the status of each of the following:

Yes	No	N/A	
O	O	O	Medical threat briefing completed
O	O	O	Medical information sheet distributed
O	O	O	Serum for HIV drawn within 12 months
O	O	O	Immunizations current
O	O	O	PPD screening within 24 months

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DD FORM 2795, MAY 1999

ASD (HA) APPROVED SEPTEMBER 1998 Ver 1.3

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PLEASE FILL IN SOCIAL SECURITY# ___ - __ - ____

Health Assessment

1. Would you say your health in general is:	0 Excellent	0 Very Good	0 Good	0 Fair 0 Poor
2. Do you have any medical or dental problems?				0 Yes 0 No
3. Are you currently on a profile, or light duty, or are you undergoing a medical board?				0 Yes 0 No
4. Are you pregnant? (FEMALES ONLY)		0 Don't Know		0 Yes 0 No
5. Do you have a 90-day supply of your prescription medication or birth control pills?		0 N/A		0 Yes 0 No
6. Do you have two pairs of prescription glasses (if worn) and any other personal medical equipment?		0 N/A		0 Yes 0 No
7. During the past year, have you sought counseling or care for your mental health?				0 Yes 0 No
8. Do you currently have any questions or concerns about your health?				0 Yes 0 No

Please list your concerns~ _____

_____

Service Member Signature

i certify that responses on this form are true.

Pre-Deployment Health Provider Review (For Health Provider Use Only)

After interview/exam of patient, the following problems were noted and categorized by Review of Systems. More than one may be noted for patients with multiple problems. Further documentation of problem to be placed in medical records.

REFERRAL INDICATED

0 None
0 Cardiac
0 Combat/Operational Stress Reaction
0 Dental
0 Dermatologic
0 ENT
0 Eye
0 Family Problems
0 Fatigue, Malaise, Multisystem complaint
0 GI
0 GU
0 GYN
0 Mental Health
0 Neurologic
0 Orthopedic
0 Pregnancy
0 Pulmonary
0 Other _____

FINAL MEDICAL DISPOSITION: 0 Deployable 0 Not Deployable

Comments~ (If not deployable, explain)

_____

_____

_____

I certify that this review process has been completed.
Provider's signature and stamp:

Date (dd/mm/yyyy) __ / __ / ____

End of Health Review

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DD FORM 2795, MAY 1999 ASD (HA) APPROVED SEPTEMBER 1998 Ver 1.3

Who does this?

✓ EVERYBODY

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Additionally For U‘R

- ✓ AE 690-47, 3 March 2005
- ✓ covers Civilian Personnel for Deployment and Redeployment

f. Medical Screening, Processing, and Immunizations.

(1) Medical Screening. Medical screening must be conducted under the procedures provided in this regulation for employees—

(a) Who regularly travel (at least quarterly) to deployed sites on a short-term basis (for periods of 30 days or less). (b) Stationed at deployed sites for more than 30 days.

(2) Physical Condition.

(a) The deploying individual must be physically fit to perform the assigned duties. The ability to meet the physical requirements of the assignment will be determined by a Government-administered physical examination at the home station before deployment. This physical examination must focus on the specific physical requirements identified by the supervisor as critical to job performance. The supervisor will ensure that the requirements are properly identified on forms required for the physical examination. Emphasis of the examination will be on diagnosing cardiovascular, pulmonary, orthopedic, neurological, endocrine, dermatological, psychological, visual, and auditory conditions that may prevent performing the tasks required by the deployed position.

(b) Medical screening will include completion of DD Form 2766 and DA Form 4036-R. A completed copy of each of these forms must be included in the individual's deployment packet.

(c) Individuals requiring vision-corrective lenses (glasses or contact lenses) will be required to have a Government-administered eye examination and will be issued optical inserts for the protective mask. They will also be required to have at least one replacement pair of glasses or lenses.

(d) All deploying individuals will be administered a dental panorex and DNA sampling (where available) for identification purposes.

(3) Immunizations.

(a) **Requirements.** All deploying individuals will be required to take immunizations or medications that may be required for deployment to the theater of operations. Deploying personnel will be required to have a current immunization record (SF 601) or shot record (Public Health Service Form 731 (PHS 731)).

(b) **DOD Anthrax Vaccine Immunization Program.** Anthrax vaccination requirements vary for each operation. The Secretary of the Army is the executive agent for the DOD Anthrax Vaccine Immunization Program and its implementation within the services. More information about the DOD Anthrax Vaccine Immunization Program is available at *http: //www. anthrax. osd. mil*.

(c) **Department of the Army Smallpox Vaccination Program.** Smallpox vaccinations are required for Army civilians who occupy positions designated as EE. Vaccinations are mandatory except for certain medical and administrative exemptions. Information from the Office of Workers' Compensation concerning illness and injury coverage for smallpox inoculation is available at *http://www.dol.gov/esa/regs/compliance/owcp/dfec _smallpox_policy.htm*.

(4) HIV Testing. AR 600-110, chapter 6, section III, prohibits mandatory HIV testing of civilian employees unless specified in DOD 4500.54-G, a status of forces agreement (SOFA), or by host-nation requirements.

(5) Other Medical Information.

(a) Commanders should consider specific medical treatment requirements or other special needs, such as special diets or assistance, when making determinations about the deployment of civilians.

(b) Individuals should deploy with a minimum 90-day supply of any required medications to preclude any adverse affect of pharmaceutical shortages in the theater of operations. Part of the screening process will be to assess the dosage of medication and its suitability in the deployed environment.

Requires Medical Processing

- ✓ Immunizations
- ✓ Adherence to Theater Requirements
- ✓ Must Comply with DoD Requirements
- ✓ Currently requires a
  - ➔ Physical
  - ➔ Panorex
  - ➔ Eye exam if wearing corrective lenses
- ✓ Revision has been requested

This is a PRE-PLACEMENT EXAM!

- ✓ **The deploying individual must be physically fit to perform the assigned duties. The ability to meet the physical requirements of the assignment will be determined by a Government-administered physical examination at the home station before deployment. This physical examination must focus on the specific physical requirements identified by the supervisor as critical to job performance. The supervisor will ensure that the requirements are properly identified on forms required for the physical examination. Emphasis of the examination will be on diagnosing cardiovascular, pulmonary, orthopedic, neurological, endocrine, dermatological, psychological, visual, and auditory conditions that may prevent performing the tasks required by the deployed position**

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Documented medical conditions usually precluding medical clearance

- ✓ inability to wear personal protective equipment, including protective mask, ballistic helmet, body armor, and chemical/biological protective garments
- ✓ Conditions which prohibit required theater immunizations or medications
- ✓ Diabetes mellitus, Type I or II, on pharmacological therapy , Symptomatic coronary artery disease
- ✓ Malignancy newly-diagnosed or under current treatment
- ✓ History of heat stroke
- ✓ Pregnancy
- ✓ Unrepaired hernia
- ✓ Requirement for medical devices using AC power

The Employee

- ✓ Must bring 90 days of their own meds
- ✓ Their own normal glasses
- ✓ Provide full and complete medical information

Individual Responsibility

- ✓ You can‘t change your genetics
- ✓ But you can be in good physical condition
- ✓ Good dental readiness
- ✓ Current vision exam
- ✓ Current medications
- ✓ Full disclosure of medical conditions on medical screening

The Military Provides

- ✓ Military unique medication requirements (CBRNE, Malaria)
- ✓ Medical Care in theater at the Standard Available
- ✓ Mask Inserts
- ✓ Pharmacy in theater off the formulary
- ✓ Dental Care for emergencies

Reality Check

- ✓ No one should have orders BEFORE being medically cleared
- ✓ No one should be medically cleared who is not medically qualified
- ✓ Why?
  - ➔ Unneccessary medical burnden on the system
  - ➔Not doing their job
  - ➔ Someone else gets to go on no notice to replace ment
  - ➔Evacuation is not risk free, cheap, or easy

Illness & Injury Downrange

- ✓ Workers‘ Comp
- ✓ Causes disruption of mission
- ✓ Evacuation may be risky and expensive
- ✓ Someone else gets to go on short notice
- ✓ Selecting the right person a must

Where do you find information?

- ✓ DA G1 Web Page
- ✓ Theater Webpages
  - ➔www.centcom.mil
  - ➔www.eucom.mil (and follow the links through J-4 to surgeon and pubs)
- ✓ Individual Deployment Orders
- ✓ Group Deployment Orders
- ✓ Published Theater Specific Requirements
- ✓ AFMIC

Where do you find information?

- ✓ Your Local PM folks
- ✓ USACHPPM Webpage
- ✓ CDC for general travel information (not to be confused for deployment requirements)

Summary

- ✓ We are not going to be functioning in U‘R or in the Deployed Environment without an integrated Military/Civilian Team
- ✓ Civilians as well as military are required to meet medical standards, deploy fit, and take all required immunizations
- ✓ To be able to use required PPE and CBRNE equipment
- ✓ To serve where job takes ther
- ✓ Everyone has to come Fit to F